

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:
DOJ/EOUSA, EEO STAFF

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 2000

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

ADR

- 3 1. TOTAL NUMBER OF INDIVIDUALS
 SELECTING ADR
- 0 a. NUMBER OF INDIVIDUALS
 DIRECTLY SELECTING ADR
- 3 b. NUMBER OF INDIVIDUALS
 SELECTING ADR DURING COUNSELING

COUNSELING

- 35 2. TOTAL NUMBER OF INDIVIDUALS COUNSELED
- 4 a. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 30 DAYS
- 17 b. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 90 DAYS
- 14 c. NUMBER OF INDIVIDUALS
 COUNSELED BEYOND 90 DAYS
- 0 d. NUMBER OF INDIVIDUALS COUNSELED
 BECAUSE OF REMAND

3. SETTLEMENTS WITH BENEFITS

NUMBER	AMOUNT
0	0.00
0	0.00 COMPENSATORY DAMAGES
0	0.00 BACKPAY/FRONTPAY
0	0.00 LUMP SUM
0	0.00 ATTORNEY'S FEES
0	0.00 OTHER (Please specify below)

- 2 4. SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

111	1.	COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD. (This number should be the same as complaints on hand at the end of previous reporting period).
26	2.	COMPLAINTS FILED
2	3.	REMANDS
33	4.	COMPLAINTS CLOSED
106	5.	COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD.
21	6.	INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)		
	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	10917	
a. CAREER EMPLOYEES	8004	73.32
2. COUNSELORS	43	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	43	100.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	17	39.53
3. INVESTIGATORS	60	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	60	100.00
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	4	6.67
4. COUNSELORS/INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS/INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS/INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING		
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		N
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON: MARK CALLOWAY		
TITLE: DIRECTOR, EOUSA		

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PART IV. (A) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	RACE AND COLOR					
	NATIVE	ASIAN	BLACK	WHITE	RELIGION	REPRISAL
APPOINTMENT/HIRE	1	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	0
AWARDS	0	0	0	1	0	2
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	1	1	3
b. REPRIMAND	0	0	0	1	0	1
c. SUSPENSION	0	0	0	4	0	3
d. REMOVAL	0	0	0	0	0	0
e. OTHER	0	0	1	0	0	6
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	4	1	0	10
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	0	0	6	0	1	7
b. SEXUAL						1
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	0	0	1	0	2
PROMOTION/NON-SELECTION	0	0	6	7	0	8
REASSIGNMENT						
a. DENIED	0	0	1	0	0	0
b. DIRECTED	0	0	0	0	0	1
REASONABLE ACCOMODATION					0	1
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	5	2	2	4
TERMS/CONDITIONS OF EMPLOYMENT	0	0	3	0	2	20
TIME AND ATTENDANCE	0	0	1	1	0	4
TRAINING	0	0	0	0	0	0
OTHER (Please specify below)						
a. CONSTRUCTIVE DISCHARGE	0	0	3	0	0	0
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	1	0	30	19	6	73
TOTAL COMPLAINTS FILED BY BASES	1	0	13	5	3	18
TOTAL COMPLAINANTS BY BASES	1	0	10	5	3	0

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PART IV. (B) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	SEX		NATIONAL ORIGIN		EQUAL PAY ACT	
	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE
APPOINTMENT/HIRE	1	1	1	1		
ASSIGNMENT OF DUTIES	0	0	0	0		
AWARDS	0	3	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	0	1	0	0		
b. REPRIMAND	0	1	0	0		
c. SUSPENSION	0	3	0	0		
d. REMOVAL	0	0	0	0		
e. OTHER	1	3	0	0		
DUTY HOURS	0	0	0	0		
EVALUATION/APPRaisal	1	9	0	0		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	2	2	0	1		
b. SEXUAL	0	3				
MEDICAL EXAMINATION	0	0	0	0		
PAY INCLUDING OVERTIME	1	1	0	0	1	1
PROMOTION/NON-SELECTION	5	6	1	0		
REASSIGNMENT						
a. DENIED	0	1	0	0		
b. DIRECTED	0	0	0	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	1	6	0	1		
TERMS/CONDITIONS OF EMPLOYMENT	1	17	0	0		
TIME AND ATTENDANCE	1	2	0	0		
TRAINING	1	0	0	0		
OTHER (Please specify below)						
a. CONSTRUCTIVE DISCHARGE	2	0	0	0		
b.	0	0	0	0		
c.	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	17	59	2	3	1	1
TOTAL COMPLAINTS FILED BY BASES	5	17	2	3	1	1
TOTAL COMPLAINANTS BY BASES	5	15	2	3	1	1

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 PART IV.(C) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	AGE	DISABILITY		TOTAL BASES BY ISS	TOTAL COMPL- AINTS BY ISS	TOTAL COMPL- AINANTS BY ISS
		MENTAL	PHYSICAL			
APPOINTMENT/HIRE	2	0	0	7	3	3
ASSIGNMENT OF DUTIES	0	0	0	0	0	0
AWARDS	3	0	0	9	3	2
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	1	0	0	7	3	3
b. REPRIMAND	0	0	0	3	3	3
c. SUSPENSION	3	0	3	16	5	3
d. REMOVAL	0	0	0	0	0	0
e. OTHER	3	1	2	17	8	8
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	6	0	2	93	12	8
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	4	0	5	28	11	11
b. SEXUAL				4	3	3
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	0	0	7	2	2
PROMOTION/NON-SELECTION	6	0	2	41	14	14
REASSIGNMENT						
a. DENIED	1	0	0	3	2	2
b. DIRECTED	1	1	0	3	2	2
REASONABLE ACCOMODATION		2	4	7	4	4
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	4	0	2	27	7	7
TERMS/CONDITIONS OF EMPLOYMENT	7	1	5	56	36	35
TIME AND ATTENDANCE	1	1	2	13	7	7
TRAINING	1	0	0	2	1	1
OTHER (Please specify below)						
a. CONSTRUCTIVE DISCHARGE	0	0	0	5	5	5
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	43	26	27			
TOTAL COMPLAINTS FILED BY BASES	13	4	11			
TOTAL COMPLAINANTS BY BASES	13	4	11			

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

A. STATUTE

(IF A SINGLE COMPLAINT IS BASED ON MULTIPLE
STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

29 1. TITLE VII

5 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

2 3. REHABILITATION ACT

2 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

38 THIS NUMBER WILL BE LARGER THAN THE TOTAL
NUMBER OF COMPLAINTS CLOSED

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PART VI. SUMMARY OF CLOSURES BY AGENCY
 (OCTOBER 1 - NOVEMBER 8, 1999)

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	3	1632	544.00
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	1	935	935.00
2. WITHDRAWALS	1	325	325.00
3. SETTLEMENTS	1	372	372.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	0	0	0.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
C. TYPES OF FINAL AGENCY DECISIONS	0	0	0.00
1. FINAL AGENCY DECISION WITHOUT HEARING	0	0	0.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	0	0	0.00
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	0	0	0.00
1. ACCEPTED BY AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00
(b) AGENCY ACTION ON RECOMMENDED DECISIONS FINDING NO DISCRIMINATION	0	0	0.00
1. ACCEPTED AS AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VI-SUPP. SUMMARY OF CLOSURES BY AGENCY
 (Report Data for November 9, 1999 Through September 30, 2000)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. NUMBER OF CLOSURES BY CATEGORY	30	21052	701.73
1. WITHDRAWALS	3	1000	333.33
2. SETTLEMENTS	9	5711	634.56
3. FINAL AGENCY DECISIONS	18	14341	796.72
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	13	10792	830.15
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	8	8643	1080.38
3. DISMISSAL OF COMPLAINTS	5	2149	429.80
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	5	3549	709.80
1. AJ DECISION FULLY IMPLEMENTED	5	3549	709.80
(A) FINDING DISCRIMINATION	0	0	0.00
(B) FINDING NO DISCRIMINATION	5	3549	709.80
2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
(A) FINDING DISCRIMINATION	0	0	0.00
1. AGENCY DISAGREED WITH FINDING BUT AGREED WITH REMEDY	0	0	0.00
2. AGENCY AGREED WITH FINDING BUT DISAGREED WITH REMEDY	0	0	0.00
3. AGENCY DISAGREED WITH BOTH FINDING AND REMEDY	0	0	0.00
(B) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VII. SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
 DURING FORMAL COMPLAINT STAGE

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION 10

B. AMOUNT OF MONETARY BENEFITS AWARDED 102750.00
 1. BACK PAY/FRONT PAY 0.00
 2. LUMP SUM PAYMENT 102750.00

C. COMPENSATORY DAMAGES 0.00

D. ATTORNEY'S FEES AND COSTS AWARDED 10000.00

E. TYPES OF CORRECTIVE ACTIONS	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	3	0
a. RESCINDED	3	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	0
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	3	0
8. OTHER (SPECIFY BELOW) NEUTRAL LETTER OR REF/CRED OF S/L	3	1

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PART VIII. SUMMARY OF OPEN INVENTORY PENDING END OF
 REPORTING PERIOD

	TOTAL NUMBER PENDING	TOTAL NUMBER OF DAYS	AVERAGE OF DAYS	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY AT THE END OF REPORTING PERIOD	106	64631	609.7	15	2	89
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	18	8907	494.8	5	0	13
b. INVESTIGATION	47	21876	465.4	10	0	37
c. HEARINGS	27	22347	827.7	0	1	26
d. FINAL DECISION BY THE AGENCY	14	11501	821.5	0	1	13

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PART VIII - SUPP - STATUS OF OPEN INVENTORY
(Including Information on Consolidation of Cases)

	NUMBER
1. Pending inventory as of October 1, 1999	111
2. Complaints filed in FY 2000	28
3. Add line 1 and line 2	139
4. Total complaints in line 3 that were NOT consolidated	117
5. Total complaints from line 4 that were closed this reporting period	33
6. Total complaints in line 3 that WERE consolidated	22
7. Total complaints from line 6 that were closed this reporting period	0
8. Number of joint processing units* from consolidation of complaints	7
9. Pending inventory as of September 30, 2000	106

*Joint processing units are the resulting number of 'units' of multiple complaints from line 6 that will be processed together, in accordance with 29 CFR 1614 regulations

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PART IX. SUMMARY OF ACTIVITY FOR COMPLETED INVESTIGATIONS

	TOTAL NUMBER	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS
1. NUMBER OF INVESTIGATIONS COMPLETED THIS REPORTING PERIOD	14	4676	334.0
a. NUMBER COMPLETED BY AGENCY PERSONNEL	14	4676	334.0
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	0	0	0.0
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	0	0	0.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	6	1362	227.0
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	8	3314	414.2
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			70000.00
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			70000.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			0.00

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	3	3		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	3	3		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	3	3	428	142.67
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
TOTAL	3	3	428	142.67

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		1	1	200	200.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		2	2	228	114.00
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL		3	3	428	142.67
BENEFITS					
1. MONETARY RELIEF	6000.00	1	1	200	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	6000.00	1	1		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		1	1	228	114.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		1	1		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		1	1		
LTR OF REF/CREDIT OF S/L					

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ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		1	1	350	350.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		0	0	0	0.00
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL			1	1	350 350.00
BENEFITS					
1. MONETARY RELIEF	6000.00	0	0	350	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	6000.00	1	1		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		1	1	350	350.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below) CREDIT SICK LEAVE		1	1		

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ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	1	1		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	1	1		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	1	1	350	350.00
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
TOTAL	1	1	350	350.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000
AFTER JAN 1, 2000
NO PROGRAM

PART IV. POST-COMPLAINT ADR PROGRAM

BEFORE JAN 1, 2000
X AFTER JAN 1, 2000
NO PROGRAM

PART V. EMPLOYEE RIGHTS

ARE EMPLOYEES REQUIRED TO WAIVE THEIR RIGHTS UNDER 29 CFR 1614? N Y/N
IF THE RESPONSE IS YES, PLEASE SPECIFY BELOW THE RIGHTS THAT ARE WAIVED:

PART VI. BASIC ORIENTATION TRAINING

	TOTAL NUMBER	NUMBER TRAINED
1. MANAGERS	1615	0
2. EMPLOYEES	9302	0

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	10917	10917

PART VIII. RESOURCES

	NUMBER
1. FULL TIME	0
2. PART TIME	0
3. COLLATERAL DUTY	33